

Surface Warfare Communit y...



*...Accelerating Our
Advantage!*

Who We Are...



PERS 41
Director, SWO Distribution
CAPT Detailer

Assistants:
41B - Deputy
41A - Asst CAPT Detailer
41M - Data Analysis

410
CDRs (and Post-XO LCDR)

411
LCDR (Post-DH through XO)

412
ENS-LT (DIVO-DH)

413
Surface Placement

414
SWO LDO

415
SPEC WAR (SEAL)

416
SPEC OPS

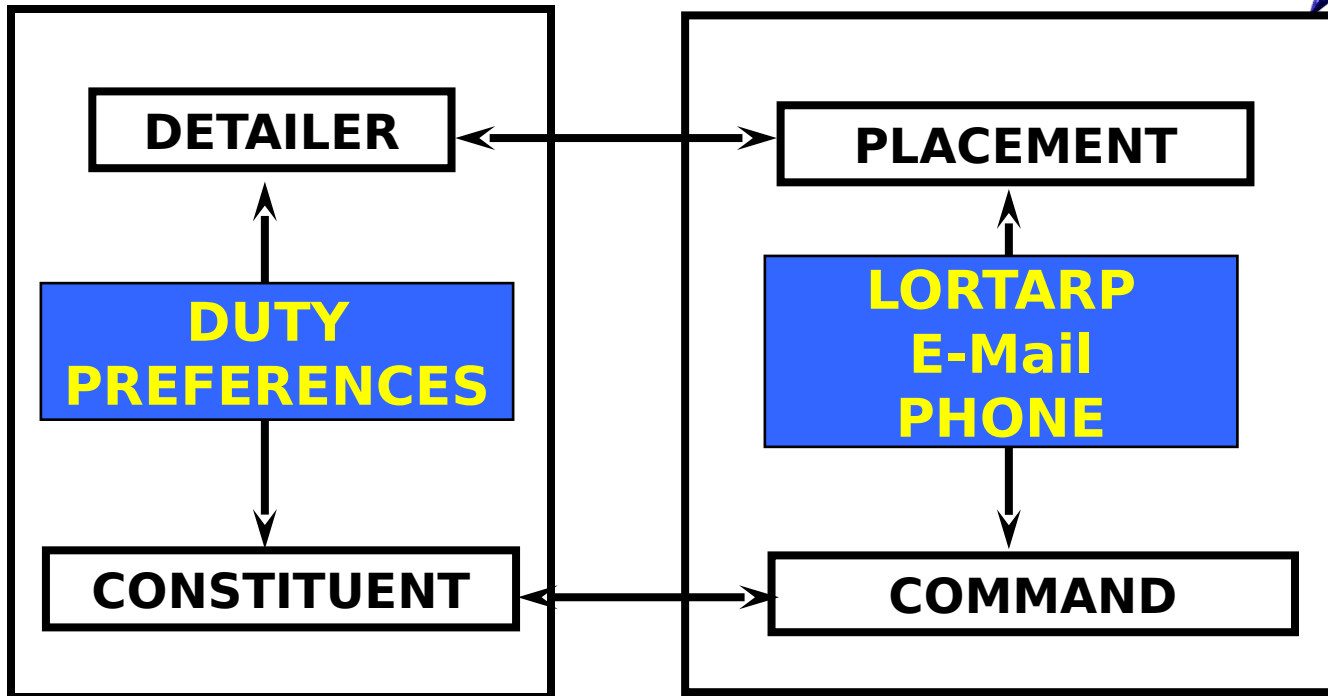
Things You Should Know



- What Your Career Path Should Look Like
- Your Promotion (Statutory) & Screening (Administrative) Boards Opportunities
- Your PME & How To Get It
 - Graduate Education
 - JPME
 - Navy PME
- Incentives & Bonuses That Are Available
- When to Start the Process

You Need to be Your Own Career Manager

The Detailing Process



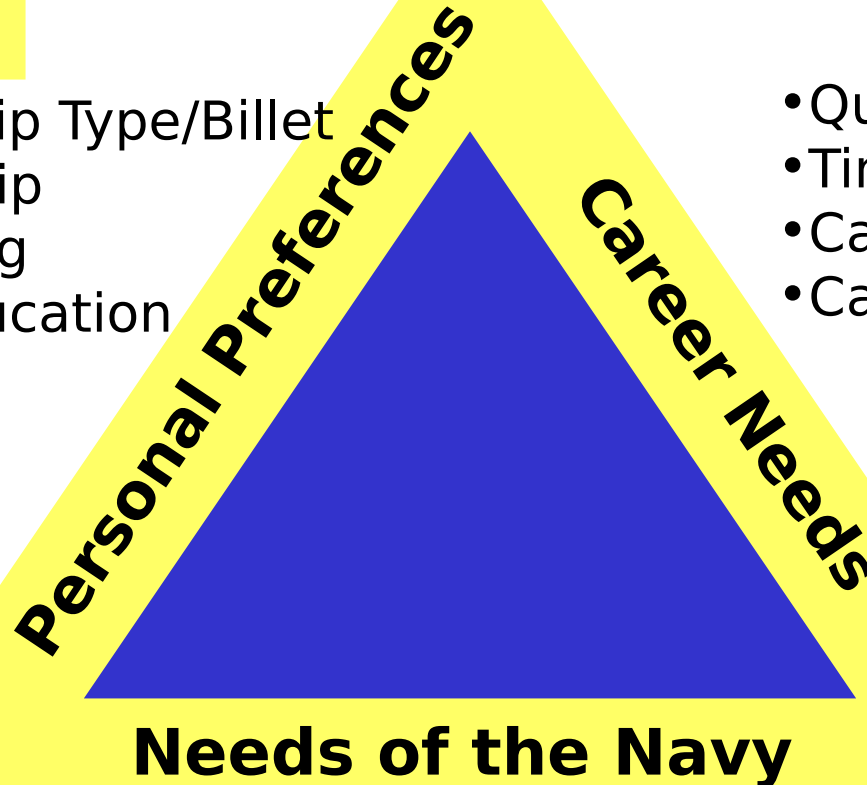
We Exist to Get You Screened & Promoted

The Detailing Triad



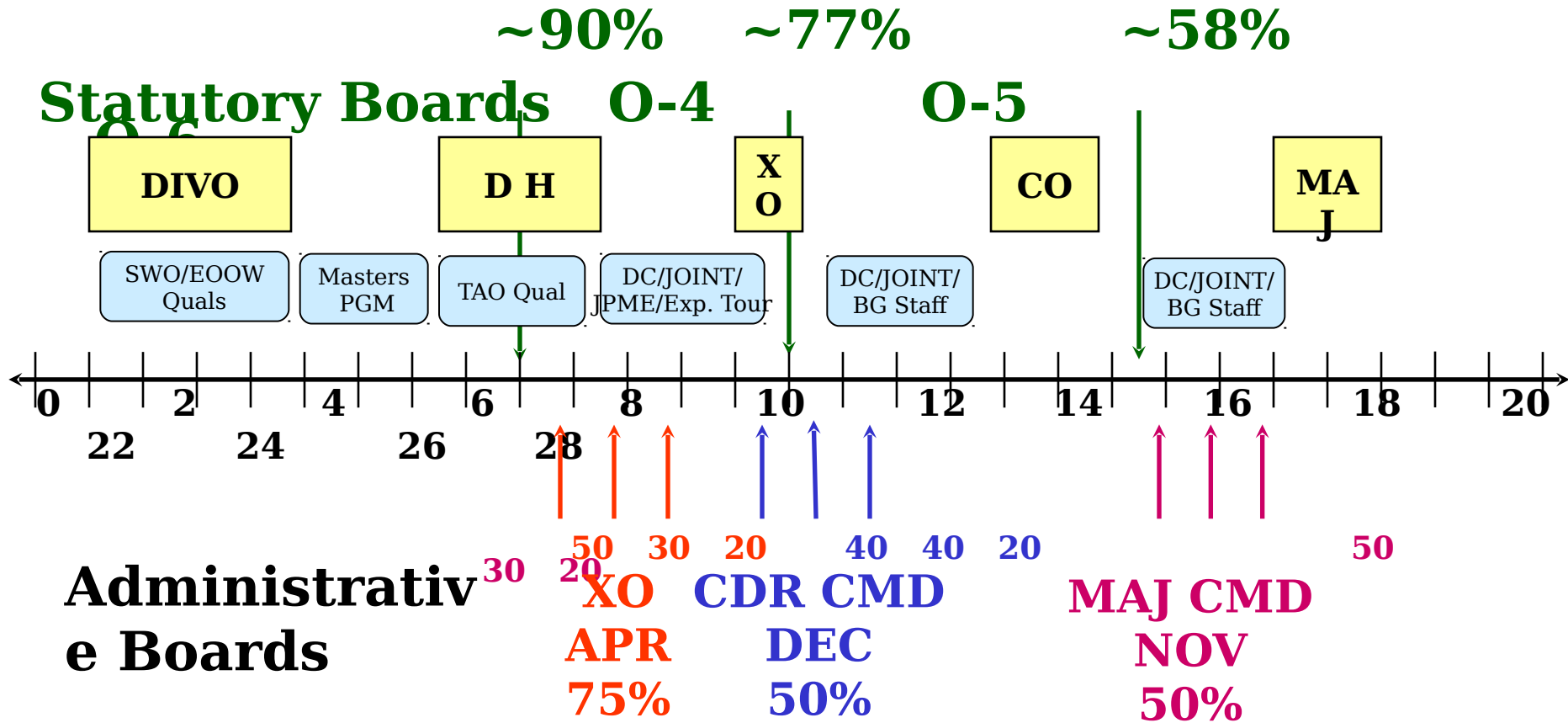
- Homeport/Ship Type/Billet
- Deploying Ship
- Homesteading
- Graduate Education

- Qual Opportunity
- Timing for Screening
- Career Progression
- Career Diversity



“Deliver the Right Skills To the Right Place At the Right Time”

Typical Career Path

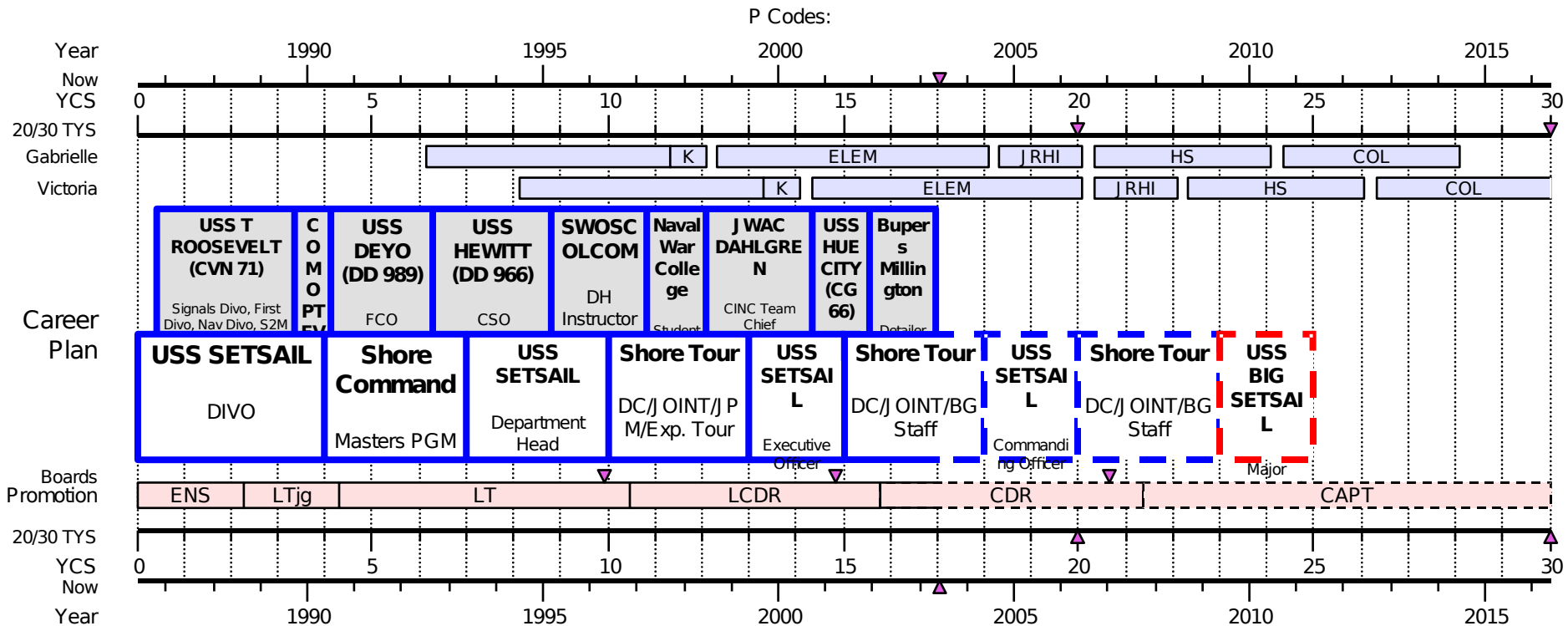


CDR Jeffrey C. Jones

My Career Plan

Career Goal: Major Command

Qualifications: Command Qualification
Tactical Action Officer
Engineering Officer of the Watch
Surface Warfare Officer
Officer of the Deck



J PME Phase 1
J PME Phase 2
Joint Tours
JSO

Department Head
XO
Commander Command
Major Command

<http://www.bupers.navy.mil/pers41/frameset.htm>

A Great Tool To Manage Your Career!

SWOSDOC Transformation



- **27 Month PCS Orders Direct to Ships**
 - 21 Months for SWO-N
- **One BST En Route or in Your Homeport**
 - Work with Placement
- **3 Week SWOSDOC TAD Funded by BUPERS**
- **PERS 412/413 Closely Managing Flow of Accessions to Each Command**

SWO Division Officer Training



Billet Specialty Training

- En route ship
- After reporting to ship

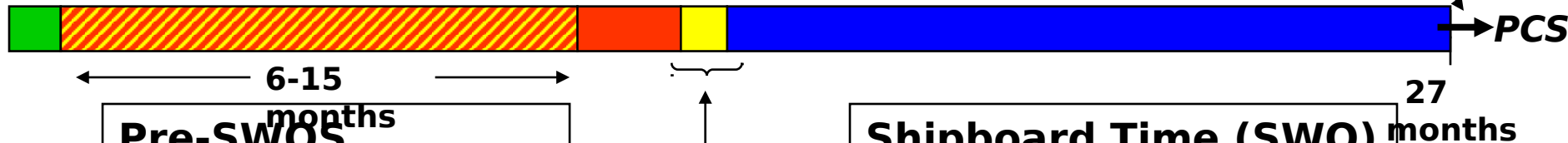
Repo
aboard
First Ship



SWOSCOLCOM
3 weeks

PCS to 2nd Tour

- Normal 27/18
- DOSP Options
- PERS 41 Funded BST En Route



Pre-SWOS Requirements

- 1) Complete Afloat Curriculum
- 2) Leadership Experience

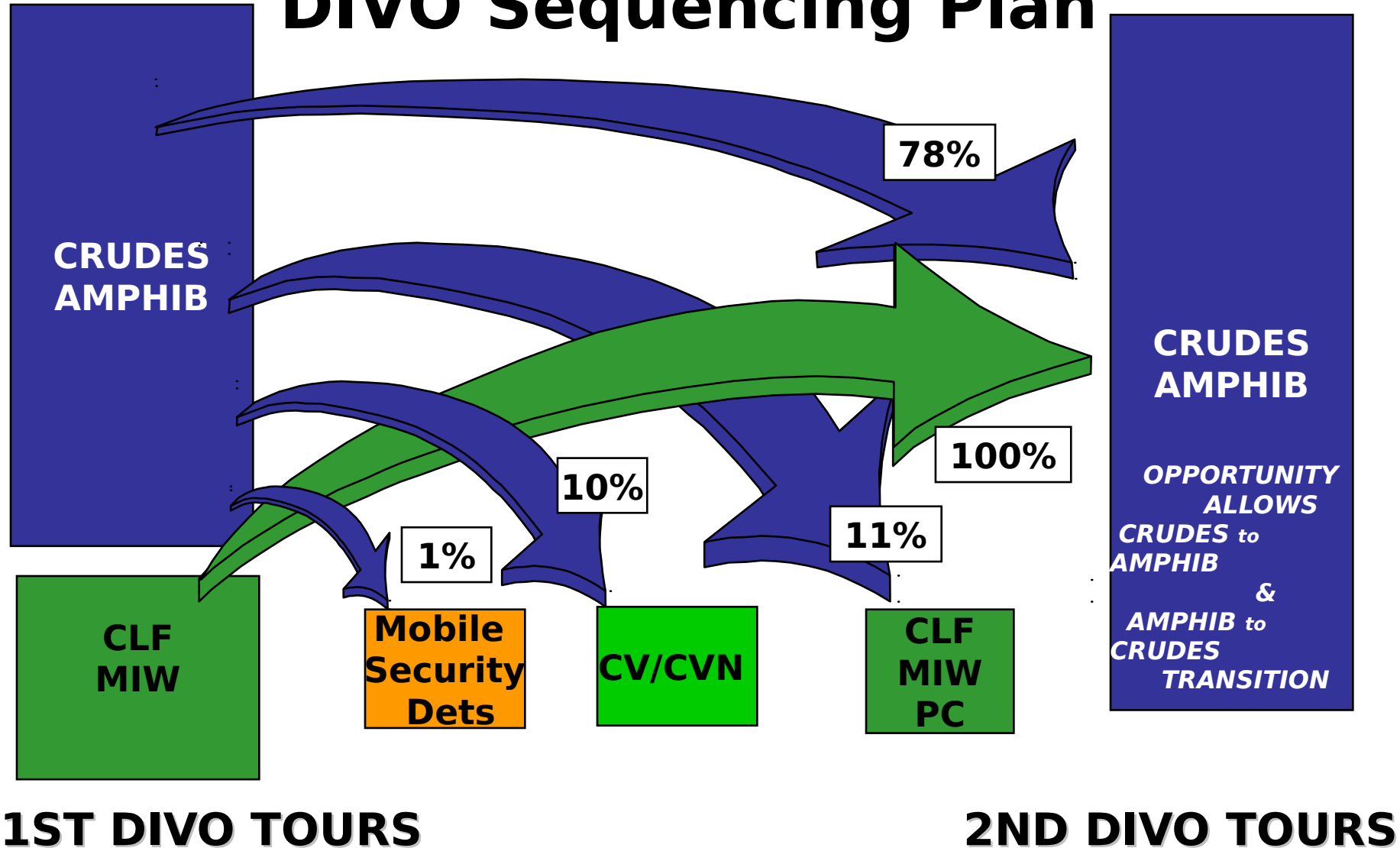
Return to Ship

Shipboard Time (SWO)

- 1) Full Time SWO
- 2) Continued Leadership Development
- 3) Work on Additional Qualifications

Make Your Reservations *NOW* for SWOSDOC!

DIVO Sequencing Plan



Qualifications Matter!

2nd Tour DIVO Detailing



- **Qualifications Matter!**

- Ensure OOD, SWO, EOOW, and TAO Letters Submitted
- Assignments Are Based On:
 - Qualifications
 - CO Feedback (P4's) – 6 Months From PRD
 - FITREPs

- **Duty Preference**

- Communication With Your Detailer Is the Key
- Detailers Prioritize the Slate From #1 Fill to # XX Fill
- Update *Your* Duty Preference With Specific Comments and Specialized Needs

Three Flex Options



- **39 Month Tour On The Same Ship**
 - 1 or 2 Per Ship
 - Must Leave Room for DOSP (24/18) Rollers
- **33 Months - Early Roll to Shore Duty**
 - Requires Commitment to Department Head
 - NPS, USNA CO Officer, etc.
- **21/24 to AEGIS FCO/TRAINO**
 - Training ROI
 - Longer Tours for Complex Watchstations

JO Requests - CO Endorses - PERS41 Approves

Post-Division Officer Shore Duty Assignment



- **Detailing/Negotiating**
 - Process Begins 9 Months From PRD
- **Interested in Flag Aide Jobs?**
 - Contact Detailer for Available Billets
- **ALL Available Jobs Are Advertised**
- **Help Us Help You!**
 - *Send Us Your Preferences From the Job List*

JO's Very Receptive to Having an I

Graduate Education

"Capitalize On Our Officers' Genius"



- **Goal: Graduate Education for All SWOs**
- **Plenty of Opportunities**
 - **Naval Postgraduate School**
 - **ATG**
 - **ATRC**
 - **SWOS**
 - Naval War College
 - USNA Company Officer
 - SWO MBA
 - DC Intern
 - Graduate Education Voucher
 - Instructor Program
 - Tuition Assistance
 - Distance Learning Programs

% of SWOs have Graduate Degrees by C

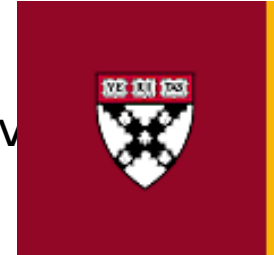
SWO MBA Program



HARVARD | BUSINESS | SCHOOL

- **Harvard Business School**

- "Dare Mighty Things" - Theodore Roosevelt
- <http://www.hbs.edu/mba/index.html>



- **Wharton - U-PENN**

- "Wherever You are Headed, Start Here"
- <http://www.wharton.upenn.edu/mba/index.html>



- **Kellogg - Northwestern University**

- "Commitment to Innovation"
- <http://www.kellogg.northwestern.edu/admissions/index>



Professional Military Education (PME)



- Three Parts of PME
 - Navy PME—Professionalism, Military Studies, National and Global Security
 - Graduate Education—Increase Technical Emphasis
 - **JOINT** PME...*How We Fight!*
- Requirements
 - JSO Promotion Prerequisite for Flag in FY-07
 - Impacts FY08 Flag Board (DEC06)
- Important Facet of Professional Development
 - Preparation for Joint / Major Staff Assignments

SWO Continuation Pay (SWOCP)



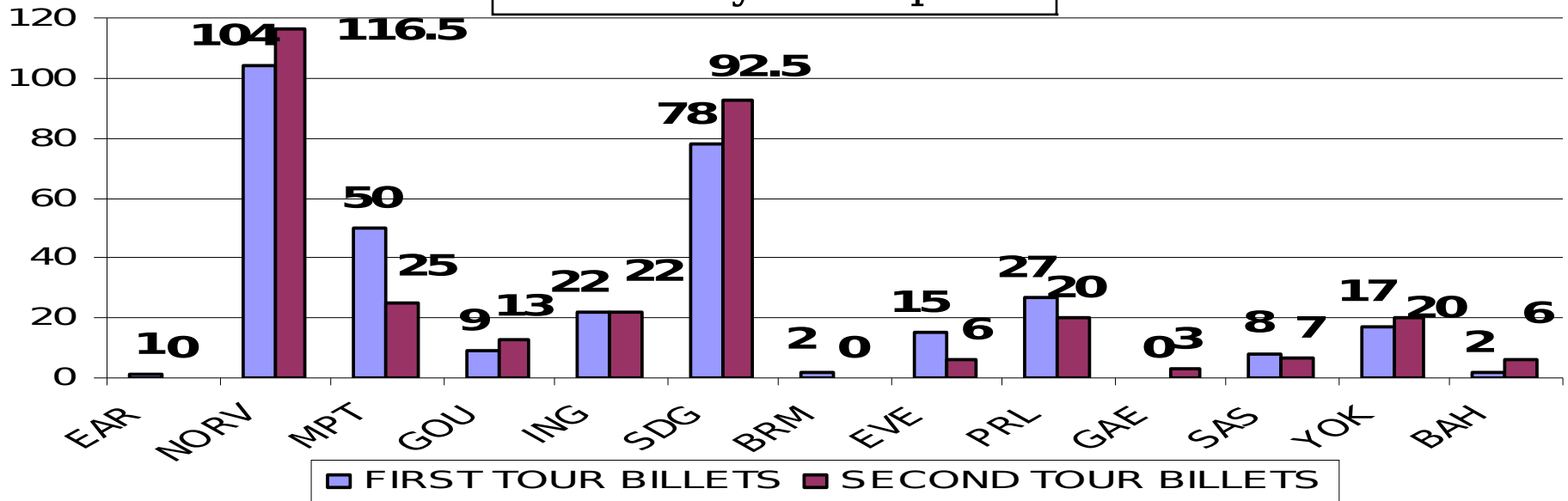
- \$50,000 for 2 Complete DH Tours (or Approved Single Longer Tour)
- Qualified Officers May Apply If Within 18 Months MSR
- Eligible For 1st Payment (\$10K) at 1 Year from MSR
- 4 Annual \$10K Payments
- Must Apply Before Graduation From DH School

Department Head Detailing



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Naval Personnel

Billets by Homeport



- Web Based Slating
 - Billets, Slates Posted on Pers 412 Web
- Assignments Competitive
 - FITREPS and Quals Matter!!
 - First Tour: Strongest At-Sea Divo Records Compete the Best
 - Second Tour: Fitreps, CO's Response to Pers 41 P4 to CO
- PC Command:
 - Written Request to Pers-41, Endorsed By CO
 - Board Held Quarterly By Pers-41

O-4 Selection



- **“In Zone” At Approx 10 Yrs Commissioned Service**
- **ALNAV Msg Promulgates Eligible Officers**
- **Current URL Promotion Zone Forecast**
 - Spring 04 Last 82% YG 95, First 6% YG 96
 - Spring 05 Middle 72% YG 96
 - Spring 06 Last 21% YG 96, First 58% YG 97
 - Spring 07 Last 42% YG 97, First 44% YG 98
- **All are Estimates and Subject to Change**

Serving in Afloat DH Billet is Key to Selection to LC

CO/XO Screening Timing



- **SYG to PYG ... Eliminates Guesswork**
Example:

- Selected for LCDR by the FY04 board (Meets in April 2003, results in July/August 2003)
- Promoted to LCDR in FY04; thus PYG04
- XO 1st Look - Spring '04
- XO 2nd Look - Spring '05
- XO 3rd Look - Spring '06
- CDR CMD 1st Look (40%) - Dec '07
- CDR CMD 2nd Look (40%) - Dec '08
- CDR CMD 3rd Look (20%) - Dec '09

Know Your PYG!

FY04 Promotion Board Factors



Successful Performance in SWO
Community Screened Assignments is
Recognized Across All URL
Communities.

- Successful DH = LCDR
- Successful XO Screened = CDR
- Successful CDR Command = CAPT

FY03 LCDR CO/XO Lessons Learned



- **Sustained Performance at Sea is a must!**
- **Peer Breakouts are Key!**
- **Don't Overlook Qualifications**
- **CO's Cumulative Average is a Measure!**
- **Post-Dept Head At-Sea Tours Make a Difference**

XO Slating



- XO/XO-SM Billets To Be Slated Posted on 411 Website
 - Hull Number Not Listed (Ship Type/ Homeport Only)
 - CV/N DCA/AUXO - MSC CO -
MPSRON/APSRON CSO
 - LHA/D DCA - ACU/BMU XO - SIMA PGOULA XO
 - MSU XO

- Tailor Duty Preferences to Billets Listed and Keep Updated

XO Afloat: Arrive Prior to 1st Look for Commander Command

XO-SM: Arrive Prior to IN-Zone look for O-5

Non-XO Screened O-4s



- Continue to Fill SWO LCDR Billets
- Follow Notional Sea/Shore Rotation
 - Expect at Least 1 Overseas Tour During Career
- Eligible for Most Degree Programs
- Continuation Policy
 - With Current O-4 Shortage, All Qualified Offered Continuation to 20 Years Service

Alternate Career Paths



- Flag Panel Exploring Career Paths In Fields Which the Navy Cannot Afford to Lose Expertise
 - AT/FP
 - Strategic Lift MSC/MPF
 - Mine Warfare
 - Shore Installation Management
 - Global Missile Defense
 - Anti-Submarine Warfare
- Program Precepts
 - Post-Department Head or XO Tour
 - Viable Career Progression to O6
 - Helps Address O4 to O6 Promotion Shortfalls
 - Retains SWO Talent

SWO Critical Skills Pay (SWOCS)



- **\$46,000 To Remain On Active Duty Through 15th Year Of Commissioned Svc**
 - Permanently Appointed 1110 LCDR
 - Completed 2 DH Tours (or Single Longer)
 - < 25 Yrs Active Service Upon Contract Completion
- **1st Payment of \$22,000 On 2nd Anniversary of Promotion to LCDR**
- **2 Annual Payments of \$12,000**

Commander Command Opportunity



- **Three Screening Opportunities**
- **Timing Determined by Promotion Year Group (PYG): First Look Four Years after Promotion to LCDR**
 - Example: PYG 01 = First Look FY05 Board (Dec 04)
- **50% Opportunity Over Three Looks**
 - Includes Special Mission CO's Screened in Third Look
- **Optimal Timing**
 - In XO Assignment with Observed FITREP Before First Look for CDR CMD

Know YOUR Career Timing

Commander Command Board Insight



- **Board Held DEC 03**

- Sustained, Superior Performance at Sea
 - Best determined in Department Head tours
- XO Assignment Validated Superior Performance
- Success in Early Command Opportunities!
- Post XO Assignments Also Key
 - Big Deck Amphibs, Numbered Fleets, Squadron Chief Staff Officers, Battle Group Staffs, TYCOM, SWOS, OPNAV
- Tie Breakers: Graduate Education, Post DH/XO Sea Duty, Overseas, CMD QUAL

Non-Screened Commanders



- ***The Surface Navy Needs You!***
 - Continue to Develop and Use Your Skill Sets and Subspecialties
- Sea Duty Opportunities Diminish
 - Still Eligible for Overseas Assignment
 - Flexibility Required
- Continue to ***28 Years Commissioned Service***
- Every Year Over 20 Adds 2.5% to Pension
- No More “Gates”
 - Where Do YOU Want To Go?
 - What Do YOU Want To Do?

Develop A Long Term Strategy

CDR CMD Slating Process



- **Four Afloat Slates/Year: Jan, Apr, Jul, Oct**
- **Ship Assignment Based Upon:**
 - Bank Seniority
 - Availability (Joint "locks" or graduation dates)
 - Experience
 - Duty Preferences
- **Slates - Approved by SWCC; Notification Made by SWO Flag Officer Before Posted on Web Page**
- **Special Mission Slate in February (and July, if necessary)**

**Average YCS to Afloat CMD:
18.2**

Operational Detailing



- **Officers Slated to Command 12-15 Months Before Arrival Onboard**
 - Provides Better Definition of Ship's Schedule
 - Fewer ORDMOD's and Reslates
- **Target Turnover Window in Operational Schedule: D + 5 to D - 6**
- **Intent**
 - Maintain Command Continuity From IDTC Through Deployment
 - Operate Ship Consistently With CSG/ESG Warfighting Philosophy and Work-up Lessons Learned

Special Mission Command



- **Formerly “CO Other”**
- **Examples**
 - **Assault Craft Unit**
 - **Beachmaster Units**
 - **USS CONSTITUTION**
 - **High Speed Vessels**
 - **Military Sealift Command Offices**
 - **Mobile Security Squadrons**
 - **Naval Recruiting Districts**
- **Timing Critical to Promotion: Goal of COMPLETING tour before In Zone for O-6**

Many Special Mission CO's assume command EARLIER than their Afloat Counterparts

Why Go SWO AP?



- **AP Provides Tools for Success**
 - In or Out of the Navy
- **SWO APs Manage Acquisition of New Ships and Future Weapon Systems**
- **Alternative to Joint Duty for Officers With Tech Interests and Desire for Command-at-Sea**
- **SWO APs Compete Equitably With All SWOs**
- **Path to Flag**

**Gain AP Experience Following DH/XO Tours...
Apply After Command Screening**

It's a Great Time to Be a Warrior at Sea!!!



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COMMAND
Bureau of
Naval Personnel



**Continuing
the Tradition**

***Putting
Steel
On Target!***



**Leading Our
Sailors...**



Driving Ships...

Into the Future...

Training To Fight...

All that, a paycheck, and M

Good News Stories



- **Early Leadership!**
- **Command Opportunities**
- **Graduate Education Opportunities**
- **Bonuses / Career Pay**
- **Thrift Savings Plan**
- **Tri-Care for Life**
- **Annual Pay Increase / Cost of Living Adjustment / BAH Increases**
- **Family SGLI**
- **Retirement Plan**

It's a Great Time to Be a SWO!

Extreme Contact Sport



- Phone, Web, E-mail, VTC, CHAT
 - Pers 41 Web Page
 - WWW.SURFACESPOUSES.NAVY.MIL
 - WWW.PERSNET.NAVY.MIL/PERS41
 - WWW.SWONET.COM
 - WWW.STAYNAVY.NAVY.MIL
 - **View OSR/PSRs online**
 - Detailer Visits
 - 1-877-673-6772 (toll-free number)
 - *Link-Perspective* Magazine (also online)

Questions?



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YOU are the SWO Community!

SWO Critical Skills Pay



- Initial Response is Very Positive
 - PYG01 is First Eligible For Multi-Year Option

